

## March 1, 2006 AACRAC MEETING MINUTES

Members present: Steve Hanlin, Kent Heikens, Loren Jones, Briony Lachinski, Les Lewis, Jeremy Singer, Amanda Toot, Jaci Weese, Emilie Zehr

Absent with notification: Patricia Federico

Absent without notification: Robert Stoker

Guest: Diana Whipple

The order of items presented in these meeting minutes is consistent with presentation at this meeting and does not necessarily correspond with the order of proposed agenda items.

1. Meeting called to order at 1:05 p.m.
2. Amada Toot stated that unapproved minutes were no longer going to be distributed. Briony Lachinski read on behalf of Patricia Federico #11 from Jan. 11 meeting minutes and amended #11 and suggested motion to amend. Emilie Zehr motioned to amend and Loren Jones seconded motion to amend.
3. Amanda Toot asked for any amendments to the Feb.1 meeting minutes :
  - a. Jeremy Singer suggest item 7B be amended. Change wording from “planning an Asian themed Friday social” to “discussing an Asian themed Friday social.”
  - b. Loren Jones pointed out that item 11b Mary DeBaca was misspelled as Marcia Baca. Loren and Les Lewis also pointed out that 11d “how to draw ‘ethnics’ to ARS” should be reworded to “how to draw ‘under represented groups’ to ARS”.

Steve Hanlin motioned to approve the Feb. 1, 2006 meeting minutes and Loren seconded the motion. The amended minutes were approved by voice vote. The amended Jan. 11, 2006 meeting minutes were approved by voice vote.

4. Amanda Toot stated that she had a discussion with Marie Bishop about whether mobbing was a civil rights or a human resources issue. She referred to a book on mobbing by Noa Davenport. From page 34:

"Mobbing is aggression against 'anyone'- rather than specific discrimination against someone based on age, gender, race, creed, nationality, disability or pregnancy - using harassing, abusive and often terrorizing behaviors. Mobbing is done intentionally to force the person out of the workplace."
5. Guest Diana Whipple spoke to the committee about her concerns about errors specifically in the Jan. 11, 2006 meeting minutes. She emphasized that the meeting minutes become a permanent record. Errors included:
  - a. In May 2005 there were “employee relations and supervisory issues” training sessions given by Martine Palmiter from Ames that were mandatory for all supervisors with sessions offered to all other employees to attend. Emilie Zehr had e-mailed Diana Whipple asking if “mobbing” could be added but the sessions had already been set.

- b. Noa Davenport had come to NADC at a previous date in 2001 to give an unrelated seminar open to NADC employees on mobbing funded by the civil rights committee.
- 6. Amanda suggest that someone from the committee personally take on the issue of mobbing if the committee wanted to keep pursuing the matter.
  - a. Loren Jones volunteered to check about agency support for seminar training or go through HR. He also stated he would check the university sociology department for any other ideas on how to present a mobbing presentation. Emilie Zehr also volunteered to help.
- 7. Guest Diana Whipple left at 1:25pm.
- 8. Jeremy Singer stated that he recorded a record attendance for the showing of the documentary on Marcus Garvey for **Black History Month** at NSTL of 16 people attending. He stated that there were no employees attending from Jaci Weese's group which could be the result of no posters at that location. Loren Jones stated that he was the only one to attend the showing at NADC. The movie will be passed on to corn insect and crop genetics and the plant introduction station.
- 9. Amanda Toot formed a subcommittee of one (Rachel Huegel) to help with **Women's history month**. Amanda put up posters at NADC, and picked out 3 movies to choose from to show at NADC for the observance sometime at the end of the month: A Midwife's Tale, Eleanor Roosevelt or Iron Jawed Angels. It can be discussed later what other units would like to present the movie.
- 10. Loren Jones motioned to receive no more than \$200 for **Asian-Pacific American Heritage Month**. Steve Hanlin seconded the motion. The motion passed in a voiced vote. Loren declined Steve Hanlin's offer to order posters for the observance.
- 11. Amanda Toot reviewed the ARC of Story County speaker. She said it was well attended with an estimated 40 people.
  - a. She discussed that she was asked to follow up on people coming to NADC (Maureen McClain Story County Community Life and Laurie Ertz and Koki Nakagawa from ARC) to observe conditions for direct hire jobs for persons with disabilities. This will take more discussion with Carol Moran.
- 12. Review of Big 12 BSL regional career fair:
  - a. Jeremy Singer worked Fri. Feb. 24 and said that interested students were sparse because not all attending students had a science background. Steve Hanlin worked Sat. Feb. 25 and agreed with Jeremy and said that Marie Bishop said she would recommend that ARS attend but bring less material.
- 13. Steve Hanlin had no new updates on the website. He wanted to confirm that April 5<sup>th</sup> would be the next AACRAC committee meeting. He also asked if AACRAC would be willing to lend out movies from its collection. It was agreed that it would be easier for each location to purchase its own videos or take advantage of the ARS video library.
- 14. Steve Hanlin updated the committee on EEO. He asked the committee ideas for reaching diversity goals and if the committee could list minority chapters at the University. Amanda Toot thought MANNRS was one of the only science related

- club. Emilie Zehr pointed out that for this year's science fair a group of children from Des Moines would be bused up to NADC. Loren Jones recommended the Midwest EEO would benefit from a mission statement and charter.
- 15. New Business:** Amanda Toot asked for ideas of how to ask for volunteers to present a seminar series at MANNRS meetings. It was suggested to develop a sign-up sheet. Amanda Toot also asked for volunteers to attend MANNRS meetings. Jeremy Singer volunteered to attend meetings. Amanda Toot said she would send out the information on time and place of MANNRS meetings so committee members could present the idea of a seminar series and volunteers to go to MANNRS meetings at unit meetings. Amanda Toot will talk to Mary De Baca about MANNRS students' job shadowing scientists at NADC.
  - 16.** Amanda Toot and Briony Lachinski discussed the Ames Branch NAACP 9<sup>th</sup> annual Freedom Fund Banquet. Amanda Toot stated that funding for the banquet came from an anonymous donor.
  - 17.** Meeting Adjourned 1:53pm.

Meeting minutes submitted: Briony Lachinski and Amanda Toot